

NEWSLETTER

MAY/JUNE, 1989

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FSA Executive 1989/90

This is the new executive for the coming year:

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FSA NEWSLETTER

May/June, 1989

From the Editor . . .

With events unfolding as they are in China, from crackdown to crack-up in a matter of days, it is hard to focus a lot of serious energy on domestic issues facing our union here at FVC, though it helps to remember that authentic popular movements are always rooted in the way ordinary people and small, local groups are able to find the courage to make active political commitments when it is so much easier and safer to suffer in silence. The most riveting video footage from Beijing so far showed an unarmed civilian facing down an entire column of tanks, while the commander of the lead tank did everything but turn around and go home rather than run the chap down. For my money, that was the highest form of heroism from both sides of the confrontation, and one can only wish the people of China a swift and bloodless victory over the savages who ordered the massacre and the brutes who obeyed the order.

But hey, what is this, the Globe & Mail? On the local front, I call your attention to the long-awaited report from our Educational Leave Committee (printed elsewhere in this issue of the Newsletter), mandated during last year's negotiations to come up with a response to

our universally recognized crisis in professional renewal. The report contains a number of recommendations which are bound to be controversial, especially next year at contract time, when people start paying attention to such things. For one thing, the report calls for a small annual faculty contribution to the faculty ed. leave pot. Even if this looks like an insult on top of a perennial injury, it may turn out to be a politic way of smoothing the process.

It all comes out of the same overall settlement package anyway, and if we don't use this coming year to make some important negotiating decisions concerning the life of our spirit as opposed to the life of our mortgage, we might as well kiss the dream of a decent ed. leave program goodbye. Our students are not the only people being beaten into dullness and acquisitiveness by prevailing attitudes to economic justice and intellectual verve; the restraint program has nicely trained all the rest of us to play fiscal catch-up and postpone professional renewal to some sunny day, which, ladies and gentlemen, if it ain't here pretty damn soon, is never going to come.

Of much more immediate concern is the FVC/SFU axis. Actually, the buzzword is 'access'. Flag it when you see it next, because what it refers to is that rather

large tyrannosaurus which has appeared suddenly, licking its nasty reptilian lips, in our parking lot, and which appears to be understood even less well

than the situation in Beijing. I hear all kinds of reassuring noises about the short-term situation, wherein suddenly, just as faculty are abandoning the battlements for their annual vacation, it is becoming known that SFU wishes to instal a clump of second- and third-year courses in, on, or near our premises in September.

In the longer term, who knows? a satellite campus in Langley? Some kind of 'cooperative' venture a la Okanagan, Cariboo, and Malaspina, out of which are coming jurisdictional horror stories as the universities lean on college administrations, who in turn lean on faculty and staff in matters of hiring credentials, workload differentials, access to ed. leave and research time, seniority, and a host of other issues? One thing that seems obvious is that the shape and mission of these colleges will never be the same, and another is that there is being instituted a two-tiered faculty system (one to handle traditional college assignments, another to handle the upper levels) which has the potential to introduce horrendous morale

problems and contractual headaches.

Even assuming SFU only sets up a branch plant down the road, if they open up their gates to first- and second-year students the effect on at least the quality of students coming to FVC is going to be drastic. I am willing to take Dr. Jones's advice to be "protective, but not paranoid" at this point, and I am very glad at the alacrity with which he took up the union's suggestion that there be an Access Committee with strong faculty and Association representation. We, and the people we serve in the Fraser Valley, may in fact stand to gain a great deal by a more prominent SFU presence nearby, but there are many questions to be asked and many concerns to be raised, and the thing appears to be happening very, very quickly with very little apparent sense of overall direction. The Access Committee and the FSA executive, and, through them, all of us here at the College are going to need to look very sharp on this one or we won't recognize ourselves in two years.

Having sounded these alarms, it remains for me to bid you all a vigilant and restful summer until the next Newsletter appears in September. I could not possibly have produced this thing without the inspired and utterly competent assistance of Kathy Gowdrige, who not only gave valuable editorial advice and designed the new format, but

produced proofs so impeccable that the only errors I ever found were the ones I had been responsible for in the first place.

Yours truly,

Graham Dowden

Last-minute postscript: June 13th, 1989

Some members of the executive met this afternoon with Peter Jones to clarify issues and make suggestions about the SFU Access situation. The short-term arrangements (for September SFU courses) are sputtering along quickly, but the executive members made a strong case for some sort of rational process of course selection and staffing (at least for the winter semester) that would replace the current ad hoc department-by-department process.

The long-term picture seems to be resolving itself into three possible scenarios: (a) an SFU satellite campus somewhere in the vicinity (this is SFU's favorite, and this is where we must be most vigilant about competitive first- and second-year offerings); (b) the University College model currently being rammed down the throats of Malaspina, Cariboo, and Okanagan (the Ministry's favorite, because of cost effectiveness); (c) existing institutions remaining where and as they are, but with major expansion.

Peter seems confident that SFU will not be buying real estate

and digging holes before the New Year. At the moment, there is a steering committee consisting of the presidents of SFU, FVC, Kwantlen, and Douglas, and this committee will be reporting to the Ministry in December on the wisest method of increasing access to post-secondary education (and degrees) in the region between Surrey and Hope. But the image kept emerging of a steamroller. The steamroller is in motion, and the steamroller is SFU. I wish I could get rid of the idea that the president of SFU is steering the steamroller, while the other three members of the committee are discussing the scenery as it goes by.

This all comes back to the newsreel of the Chinese civilian standing in front of the rolling tank and making the tank stop. I hope that FVC's Access Committee can play some version of that role. If we are going to be rolled over, it would at least be nice to leave behind a (flattened) image of someone holding his hand up as if to say, "Hey, wait a minute, let's talk about this."

-- G.D.

BARRY JONES PRESS RELEASES

From time to time the union receives press releases from Barry Jones, whose name makes him sound like a sort of generic FVC Principal, especially for those who could never remember Barry Moore's last name and who can never remember Peter Jones's first. But Barry Jones is in fact the NDP MLA for Burnaby North, and his party's Advanced Education Critic. Judging by excerpts from Hansard, he has been a very active defender of post-secondary education in the legislature, commenting recently on the hypocrisy of a government that increases the provincial budget by 13% and then cuts student loans by the same figure, and, in the excerpt from the legislative debate of March 21, 1989 printed below, pillorying the Advanced Education Minister for his political flip-flops on providing degree programs in this province's hinterlands.

Jones's remarks came the day after Mr. Hagen announced the hybrid degree programmes we now see being hastily cobbled together on the premises of Malaspina, Okanagan, and Cariboo Colleges. The Newsletter publishes this excerpt (which, if it seems choppy, has been edited drastically from the original speech) in the interests of throwing further light (?) on the SFU thing heaving itself into existence on our western doorstep at a rate that suggests the proliferation of cancer cells or a nuclear reactor on the verge of meltdown.

-- [Ed. note]

"... It was not that long ago that this government had a reputation unparalleled in North America of being the only government ever to close down a public university in the history of this continent. The government felt at that time that the \$3.5 million annual cost was too high to serve the students of that region.

"... The government [in 1983] was praising David Thompson University Centre. ... In 1984 we had a government that one month supports David Thompson University Centre and the next month brings about its demise. The reason for that was, of course, the cost factor: we can't afford all this regional access; we can't afford a university centre at Nelson.

"Last year in this House the Minister of Advanced Education and Job Training talked about access to the regions, and he mentioned three areas in particular: Kamloops, Kelowna and the Kootenays. He didn't mention Nanaimo, which was favoured by the minister's announcement yesterday, but he did mention demand being created at Kamloops, Kelowna and the Kootenays. But the Kootenays were left out of yesterday's announcement. It's a shame that the university centre there was closed down. It's a shame that the vacuum created by that closure has had to be filled by American universities -- Gonzaga and Eastern Washington University. It's a shame that the Kootenay region was overlooked in yesterday's announcement, a serious omission.

"What we have, after two and a half years of discussing regional access, is a promise

that the programs will go ahead at Kamloops, Kelowna and Nanaimo. We have a schedule for implementation that makes it virtually impossible for successful programs to be in place, attracting the calibre of faculty we would expect that the young people of this province deserve. At Prince George we have another promise, a suggestion in yesterday's announcement that there is an approval in principle to establish a self-governing degree-granting institution. I'm confused by what that really means. Does that mean a university? Clearly, the

institutions at Kamloops and Kelowna will be self-governing degree-granting institutions. I don't think anybody would argue with that point. They will be institutions offering degrees in a variety of programs. But nowhere in that announcement was the "U" word used. Nowhere did we hear "university." Perhaps the minister is saving that for some later announcement."

Throne Speech Debate
Tuesday, March 21, 1989
Afternoon Sitting
Volume 11 Number 5

A Little FSA History in the Making . . .

Seen below is a facsimile of the by-now infamous oracle consulted on June 7th, 1989, when all other methods failed to resolve the faculty salary allocation dispute. As the pundit (was it William Burroughs?) said, "Be just, and if you can't be just

be arbitrary." The original has been donated to the FSA archives, and in fact may soon be seen on plush in a suitable frame, hanging on the wall of the FSA office.

"THE LOON HATH SPOKEN."



FSA President's Report . . .

In addressing you briefly on the eve of summer vacation, I find myself still looking over my shoulder, wondering what new emergency may unfold. Last month I arrived at the first meeting of the new executive only to encounter a challenge to the validity of the election in that the Association's by-law (3.6) was not observed. After a second and presumably valid election, the new executive was faced with the problem of resolving the tie vote on the faculty salary allocation question. During the unsettling days and two crisis-prone inaugural meetings, I longed for the return of an average, better yet, hum-drum meeting in which minutes would be approved after a minor correction or two and various reports would be referred to sub-committee for further study. Having settled the allocation issue in, I trust, the fairest and most expeditious manner, we need to turn our attention to pressing business.

In the next few weeks I'll be compiling a list of those long-range issues that the executive should address during its day retreat on 23 August. At the top of the list are a review of our constitution and by-laws and the initial formulation of contract review process that maximizes access of all members' opinions and determines bargaining objectives fully and fairly. We will also need to monitor with the help of all stewards and grievance chairpersons the inclusion of part-timers and other outstanding matters noted in the annual reports of out-going executive officers. Among them is Kevin's reference to the obstacles to effective communication between

and the active involvement of all members who are spread all over the block at scads of work sites. Among them are our colleagues in the prison education programs. In reviewing the list of those members with Heather Stewart, I recalled only a few familiar faces even though I had worked with all the prison ed. staff for three years as Grievance Chair. Considerable turnover and isolation from others seems to prevail in that and other areas where the Association must have a stronger presence.

Of even more immediate concern is the connection between the College and Simon Fraser University which, at the moment of writing, is ambiguous. As President I will sit on the Access Committee, soon to be convened by Dr. Jones, to represent all Association members. Even before that committee is called, I and two or three other members will have met with Peter to clarify the connections with S.F.U. now being contemplated. To any members who have been encouraged to launch talks with S.F.U. personnel, I offer the comment that some counsel from the Association should be sought, especially where matters of staffing are concerned. I say this upon the advice of other college faculty representatives who note the prospect of major jurisdiction and contractual problems now unfolding at those colleges entering into the new Access scheme.

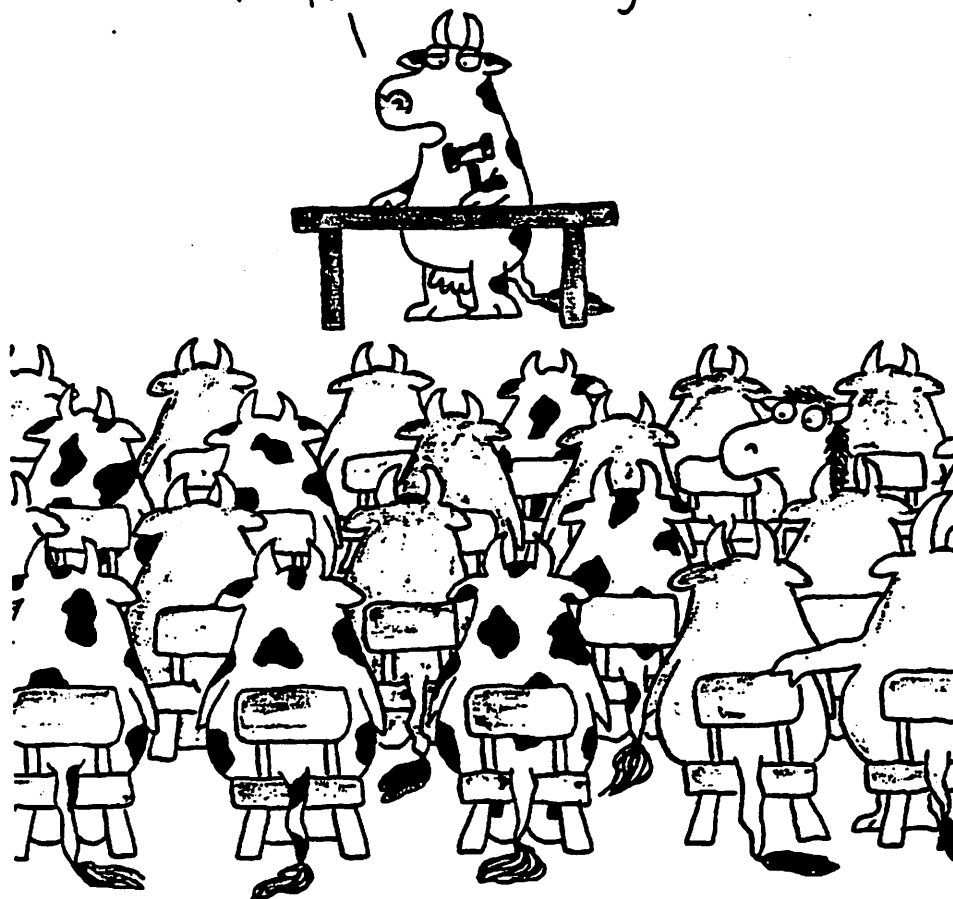
As a delegate attending the Presidents' Council meeting at the CIEA AGM in late May, I report that CIEA continues to grow and to offer an even more impressive range of services on

our behalf. All faculty presidents spoke highly of the efforts of the staff, especially David Reynolds and Tom Beardsley. An additional staff person will be hired this fall to beef up CIEA's educational activities and to permit the new President, Ed Lavalley, to get into the field more frequently. CIEA makes available a new grievance handling manual and human rights' education kit for our use. CIEA is quite solvent. Also noteworthy is an increase in the strike fund and the strike pay provisions. More on all this after I return from the three-day Presidents' meeting in early July.

These comments will give you at least a few specific ideas about the work before us. Your particular concerns should also be on the list. I have already invited some members to send along their requests for the Association's services and leadership and again do so now to all of you. And bear in mind that our executive meetings are open to all members, where they are encouraged to observe or voice their opinions as they see fit.

Bob Smith

Okay: All in favor, say 'Moo.'
All opposed, say 'Neigh.'



Boytun

Grievance Report . . .

In the absence of the Faculty Grievance Chairperson, who is occupied with the many S.A.C.s that are taking place at present, I shall pen a quick report. I apologize to Dave if I omit any matter that should be included.

I would like to draw the attention of all staff and their supervisors to Article 19.9 of the Collective Agreement in the event that anybody submits a job description for J.C.A.C. review.

It may not be generally appreciated that there are time limits for the various stages of the procedure. Don't forget to put your request in writing and keep a copy. Furthermore, I would suggest that the request be stapled to the job description. If the process becomes delayed, make some enquiries. If concerns arise, contact your Grievance Chairperson.

Mary Saunders

19.9 Review of Job Duties

- (a) An employee may request that his supervisor review his job description to determine its adequacy. Such a request shall be in writing. The supervisor shall review the job duties with the employee. After consultation with the supervisor, the appropriate senior administrator shall give a written response to the employee within ten (10) work days from the date the supervisor receives the request.
- (b) If the response recommends a change in the job description, the change shall be completed and the appropriate senior administrator shall approve or not approve in writing a change in the job description within ten (10) work days of the decision to review.
- (c) If the senior administrator approves a change in the job description, he shall forward the appropriate material to the Job Classification Audit Committee within five (5) work days.
- (d) An employee may grieve his job description.

Educational Leave Committee: Report . . .

Both the institutional Self-Study and the external review of that study, conducted in 1987, identified this college's lack of educational leave opportunities for faculty as one of the primary problems facing our college. This same theme has been echoed in the Long-Range Plan, the Task Force on the Intellectual Environment, and any other forum in which problems and challenges for faculty are discussed. As Fraser Valley College--along with its faculty--approaches middle age, problems associated with "burn-out" of overworked instructors unable to keep current with the research and developments in their disciplines only promise to increase. We look with longing at our counterparts in the universities, who can count on sabbatical leaves every seven years. "Faculty renewal" is a challenge we simply cannot ignore.

The Collective Agreement allows for Educational Leave for faculty and staff (Article 24.2), but the method of funding, which involves placing the unclaimed money from the Professional Development fund into a fund divided between short- and long-term leaves for faculty and staff, has made any long-range planning for a viable leave program virtually impossible.

During contract negotiations in 1988, a Letter of Agreement designated a joint Educational Leave Committee charged to (a) recommend ways and means of increasing the amount of funding available for Educational Leave;

and to (b) review Article 24 to determine if there are any changes that can be made to enhance Educational Leave. Since the will to create effective proposals exists on both sides, the work of the committee boils down to one task: recommending that resources be found. This Committee recommends a significant infusion of funds into the educational leave program.

The proposals of the Educational Leave Committee:

A. The College should contribute the equivalent of 2 1/2 percent of the salaries of regular faculty into an educational leave fund separate from the P.D. fund; this would immediately provide about \$100,000 for educational leaves. In addition, regular faculty who are eligible to apply for leave should contribute the equivalent of .4 percent of their salaries to this fund, creating an additional \$20,000 in funding. A review of the plans of other colleges which have a viable educational leave program indicates that both parties contribute; we believe that a commitment needs to be demonstrated on both sides.

B. The remainder of the in-service P.D. fund specified in Art. 24.2(a) should be reserved for educational leave for staff. Although the amount in this fund varies, past experience suggests that the proportion of faculty/staff Ed. Leave funds available would remain about the same: that is, about a 70% / 30% ratio.

C. Eligibility and level of support: The current contract specifies 3 years continuous employment for initial access to short-term leave and 5 years for long-term leave. This committee recommends a minimum of 5 years continuous employment for regular faculty and staff to be eligible to apply for a first assisted leave of either type. We also recommend that the level of support be the same for both long- and short-term leave: that is, 80% of full base pay. Such a change will make long-term leaves more possible for a greater number of faculty, and will eliminate the inequity in the support.

D. Allocation of funds: Contract clause 24.4, dealing with the allocation of P.D. funds, gives responsibility for ruling on Ed. Leave applications to the Joint P.D. Committee, with the proviso that the committee "may seek the advice of a sub-committee concerning such applications." If there are a significant number of applications, a sub-committee will certainly be necessary.

However, we recommend a change in Article 24.4 with respect to judging the applications for educational leave. Currently, applications are judged on a pass/fail merit basis, and then decided according to seniority. We recommend that the Joint P.D. Committee establish a set of criteria for assessing applications; and that these criteria will include seniority, but not make seniority the sole determining factor in selection. These criteria would need approval by both the College and the FSA before they could be implemented into the Collective Agreement. We anticipate a fair amount of heated but healthy discussion among faculty, staff,

and administrators about what factors should go into this selection.

E. Eligibility for re-application: We recommend that a faculty or staff member who has received long-term assisted leave be required to have seven years continual service before he or she would be eligible to apply for another assisted leave. The requirement for applying for another short-term assisted leave would be three years continual service.

The committee members agreed that these recommendations might be better discussed after 1989 salary negotiations were completed, so that the merits of the recommendations could be considered separately from their possible immediate impact on wage settlements. However, we strongly urge both the FSA and the College to make a strong philosophical and financial commitment to a genuine educational leave program, which is needed now to strengthen both our institution and those who work within it.

Virginia Cooke,

on behalf of the educational
leave committee: Virginia,
Betty Harris, Barry Bompas,
Susan Witter.

CIEA Convention Report . . .

International Education Workshop held at Camosun College,
May 27, 1989 CIEA Convention

B.C.'s colleges and institutes are becoming increasingly involved in international education -- both providing educational services to overseas clients and enrolling international students in programs offered in the province. This workshop examined the impact of international education on the college system and, more specifically, on faculty working in multi-cultural classrooms. The workshop was moderated by Cindy Pearce, East Kootenay Community College, and the presenters were John Meagher, Director of International Education, and Peter Maidstone, Program Head, Pacific Rim Studies, Camosun College.

John Meagher explained that Camosun College participates in the field of international education in order to enrich the intercultural and multicultural educational experience of students, employees and the community it serves. Through its activities in international education, the college contributes to regional, provincial and national socio-economic objectives as they relate to multicultural, Third World, and Pacific Rim initiatives.

Meagher emphasized that an assumption underlying the Ministry of Advanced Education and Job Training's Mission Statement for International Education is that the first objective of post-secondary institutions is to serve the educational needs of British Columbia communities and other citizens. Therefore, the international education activities in which Camosun

engages try to enhance and complement Camosun's general goals and objectives. The workshop examined the range of activities of Camosun's international education program. These included:

- a) programs of study for individuals from other countries;
- b) contracts with individuals or agencies from other countries to provide an educational service;
- c) opportunities for students in regular programs to be exposed to international and multi-cultural issues through work or travel opportunities associated with the college's involvement in international education;
- d) professional development opportunities for college personnel in the form of contracts abroad, exchanges or college-based projects;
- e) curriculum development activities related to, or funded by, international education projects;
- f) cooperative ventures with other institutions, organizations or agencies that directly relate to the kinds of activities listed above.

Peter Maidstone outlined the nature of Camosun College's Pacific Rim Studies Program which provides students with the education and training needed to gain an understanding and appreciation of the Asia-Pacific region. Given the increased emphasis on the relationship of the Asia-Pacific region to Canada and specifically to British Columbia, Maidstone emphasized that this program meets a critical knowledge

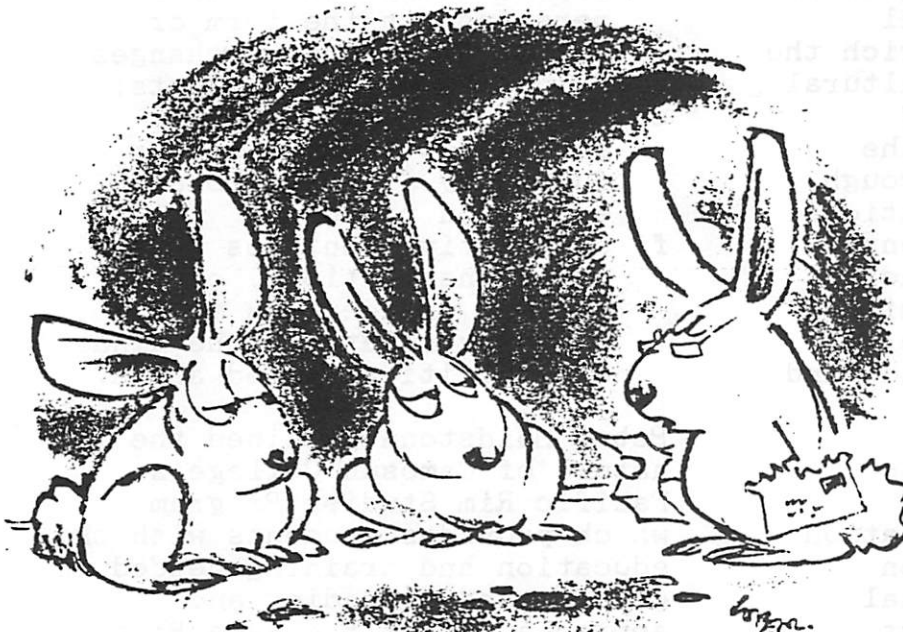
demand. The program has two options - Pacific Rim General Option and Pacific Rim Business Option.

For students considering future study and/or employment in trade, commerce, or professional activities involving the Pacific Rim countries, this course has proven very valuable. It provides students with historical, cultural, commercial and language skills (Chinese, Japanese) along with a general understanding and appreciation of Pacific Rim countries.

The program offers two years of university transfer in Asia-Pacific education. Upon request, Camosun College will issue an Associate of Arts Diploma in Pacific Rim Studies to those students who have completed the program and have maintained an overall cumulative Grade Point Average (G.P.A.) of 2.0 or higher.

Brian Coulter

BIZARRO



"It's from Mr. McGregor. He's now willing to submit to binding arbitration."

submitted by Anne Knowlan
from New Yorker, Dec 26/88